

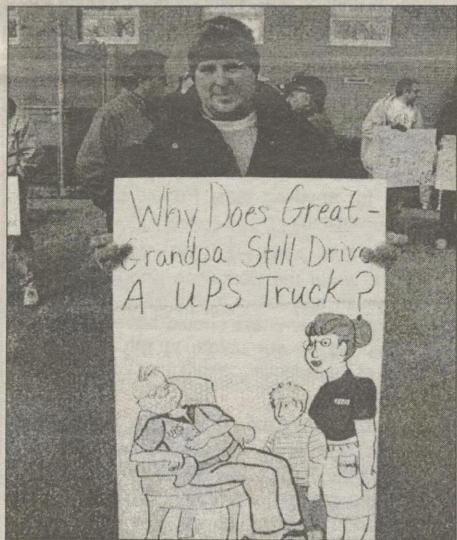
Rank & File Rebellion!

Members Resist Pension Rip-Off

Now it's war.

Across the country, employers are openly gunning for Teamster members' pensions. While top union officials go along with the program, members are fighting back. At stake is the future of our pension and health and welfare benefits — and the future of Teamster power.

Led by UPS, Teamster employers are trying to eliminate the Teamster benefit plans that have provided security for our members and built power for our union.



In the Midwest and South, growing membership anger over restrictions on members' right to retire exploded when the Central States Pension Fund on Nov. 19 announced massive cuts. Left unchecked, these cuts will make early retirement a thing of the past.

Under the cuts, Teamsters will see their monthly pension income cut from \$3,000 to as little as \$1,120 a month or less, including health and welfare coverage. (See page 8 for details).

Like the recent reductions in the Western Conference pension accruals, these cuts were voted on and approved by our own union trustees

to the fund — including top Hoffa administration officials.

"UPS is trying to make Teamster pensions as unattractive as possible, and the union trustees are letting them get away with it," said Tom Leedham, secretary-treasurer of Oregon Local 206.

The cuts in the Central States are the employers' biggest victory yet — and they threaten every Teamster member.

The Threat to Every Teamster

The ultimate goal of big Teamster corporations is to take over our retirement and health and welfare plans and to guarantee long-term benefit reductions by eliminating any union voice in fund decisions and any accountability to Teamster members.

UPS management wants to "partition" Teamster plans, and has introduced a bill in Congress to that effect.

But the employers' biggest breakthrough came on Nov. 19 when Central States announced the elimination of 25-and-out and 30-and-out benefits for the future, and drastic hikes in health costs for retirees.

Members Fight Back

Membership anger is at a fever pitch — and so is rank-and-file activity.

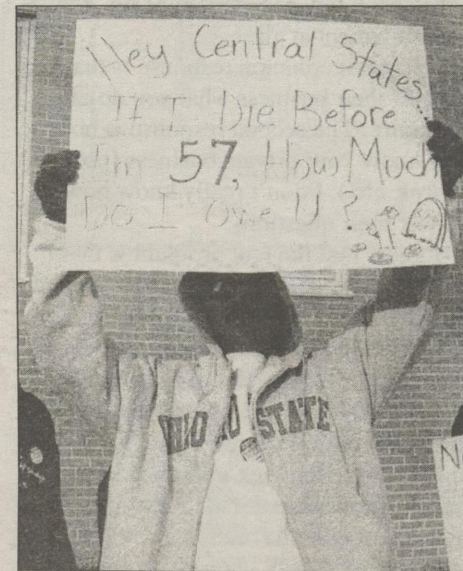
In response to the Central States cuts, members organized protests outside their union halls. They jammed union meetings and demanded that local officers join the fight against the cuts. Teamsters packed Hands Off Our Pension meetings organized by TDU and the Central States Pension Improvement Committee

(CSPIC).

"These cuts betray a sacred promise made to working Teamsters by our union officials — the promise that our 30-and-out pensions were secure. And that betrayal has awakened a sleeping giant of an aroused rank-and-file," said Larry Macdonald, a Yellow freight mechanic and Local 728 member who helped organize a Hands Off Our Pension meeting that drew more than 250 Teamsters in Atlanta.

Members are organizing TDU and CSPIC meetings across the South and Midwest as part of a broad action plan to reverse the cuts and save our Teamster funds from a corporate takeover.

"Members aren't just angry, they are taking action" said Celia



Runkle, a UPS Teamster from Dayton, Ohio, Local 957. "We are not going to stop until we save our pensions and win real accountability from our fund trustees and top union officials."



Also in this issue ...

- Most Common Safety Hazards in Freight p. 3
- Fighting Mid-Contract Giveback at New England UPS p. 5
- Special Report: Fight Central States Benefit Cuts p. 6-9
- Western Conference Pension: Time to Review Cuts p. 9
- Reform Victories in Local Union Elections p. 10
- Warehouse Teamsters Walkout in Solidarity p. 11

Letters From Our Members

Many, many members e-mailed us at letters@tdu.org with their comments on the changes in the Central States Pension and Health and Welfare Fund. Below are a few of the letters we received.

Back Won't Last Until Age 65

If I tell anybody about the reemployment rules of our union they immediately call me a liar. I know many retired people who receive pensions and have absolutely no restrictions on reemployment at all.

The most common response is that it is none of their business what you do after you retire. The second response is how do they know your private business (tax returns, etc.). I don't really know how to answer their questions.

I guess that the real problem is that I trusted someone else to be forthright and honest for 29 years too long. I have been hanging on for the last few years nursing an almost broken back trying to keep going to 30 years and relief. I can't "deliver the future" until I am 65, there isn't enough Celebrex in the world to make that possible.

Bruce Seymour
Local 886, UPS
Oklahoma City

Restoring Teamster Power?

Yesterday I was looking at the message sent to all freight members in the Master Freight Agreement entitled "Restoring Teamster Power, Overview of the Proposed NMFA."

In a paragraph titled Pension and Health and Welfare Improvements, it states (partially) "... the National Committee has negotiated enough money to at least maintain the current level of benefits in virtually all areas with the possibility of additional improvements in fringe benefits in later years."

Gains made over many years were negotiated at contract talks. Pension and health benefits were provided under certain conditions required by Central States. It seems to me that they should be bound by agreements no less than we and

the employers are.

When I can, I wish to contribute to an action to restore what was promised. I have 26 years, uninterrupted, and feel that I am, at least, being cheated, and as much as being out-right robbed. I had hoped to retire at age 54, with 30 years. Every mailing from Central States, over several years, indicated that this was possible. Now the "carrot" has been yanked away.

David A. Sisco
Local 406, USF Holland
Grand Rapids, Mich.

Hurt Organizing

I am writing concerning the recent pension cuts for Central States Southeast and Southwest Fund. I had read where the unions in the northeast had actually gotten more money, and they are trying to freeze and decrease ours.

I don't think that is fair. I have been with the company for 25 years. This is the first time this has ever happened and it stinks. I don't understand how the Teamsters can try to organize Dugan when they are cutting our pensions. That does not look good because there is nothing to offer them.

George Price
Yellow Freight
Missouri

Time to Wake Up

I have been asleep on watching my union and its activities, but not any more.

Eddie
Local 667, Holland
Memphis

Promises Broken

I am due to retire on Dec. 31, 2003 with 31 years of service. I am age 52.

I voted on a contract that stated I could have 30-years-and-out at any age with full benefits.

The company has paid my insurance weekly for over 31 years. Even though I am now 52 and ready for retirement I am being penalized for retiring early and having to pay more than employees who retired before me.

I am reading now that the Central States trustees have increased my health premiums effective mid-November 2003 to \$510 for me and another \$510 to cover my spouse.

If this change was being considered why weren't employees notified so we could make a decision on whether to retire early (underneath the old insurance plan) or to continue working.

The last information I received on health premiums for retirees was dated

May 2002 Bulletin #02-01 from Central States stating, "For current retirees less than age 57 and future retirees who retire before age 57 - The monthly contribution is \$150.00 for the first person covered and \$50 for the second person covered. The total monthly contribution for a member and spouse combined is \$200.00"

It's not right that the trustees make decisions without informing their members. The trustees are supposed to be working for the union members to begin with.

William Hodge
Local 391, UPS
Greensboro, N.C.

'Where Ya Been?'

The following excerpts are from a letter sent to President Hoffa from Local 743 members who work at the Central States fund.

I recently read a copy of the letter you sent to Mr. Nyhan about the recent changes here at Central States. I want to thank you for your obvious concern and attention to this issue. The only question I have is, "where ya been?" Over the last several years you have been sent numerous letters and faxes about the ongoing problems here at the fund. ...

[The fund's] actuaries are now saying that they didn't realize that our fund had an aging membership, with fewer new members being brought in to replace those retiring with the higher pensions. Isn't this their job as actuaries? More importantly, why are they still our actuaries?

This is just another example of the main problem here, no accountability. ...

As former Hoffa supporters, we feel that you've joined the game a little late. ... The Central States members deserve better when it comes to their pension and health and welfare benefits. ...

The Concerned Members at Central States

Send Us an E-Mail

Either visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.

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Co-Chairs:

Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York City Local 802
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311

Members:

John DePietro, Syracuse, N.Y., Local 317
Jona Fleurimont, New York City Local 854
Frank Halstead, Los Angeles Local 572
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Sandy Pope, New York City Local 805
Dawn Stanger, Vermont Local 597

Alternates:

Larry Macdonald, Atlanta Local 728
K.W. Phillips, Memphis Local 667
Bill Sercombe, Jackson, Mich., Local 164

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2003 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225 Phone: (718) 287-3283. Fax: (718) 287-3287. e-mail: tdueast@tdu.org

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A Dangerous Job

OSHA Violations at Major Freight Companies

The freight industry ranks among the most dangerous in the United States. According to the Department of Labor, freight workers experience more fatalities and injuries than workers in any other occupation. In addition to the dangers of highway and city driving, the loading and unloading of freight at terminals poses its own unique hazards.

Loading and Unloading Freight

OSHA, the central government agency charged with monitoring occupational hazards and preventing injury and illness on the job, is responsible for setting the standards that govern loading and unloading of trucks and ensuring that employers uphold these standards. (The Department of Transportation is responsible for highway safety.)

Yellow, Roadway, USF and ABF

A review of OSHA violations at four leading union freight companies, Yellow Freight, Roadway Express (including New Penn Motor Carriers), USF (including Bestway, Dugan, Glen Moore, Holland, Reddaway, and Redstar), and ABF, reveals the most common hazards confronting workers at the terminals, warehouses, and docks where drivers pick up and deliver freight, and calls attention to areas where workers can more fully use OSHA.

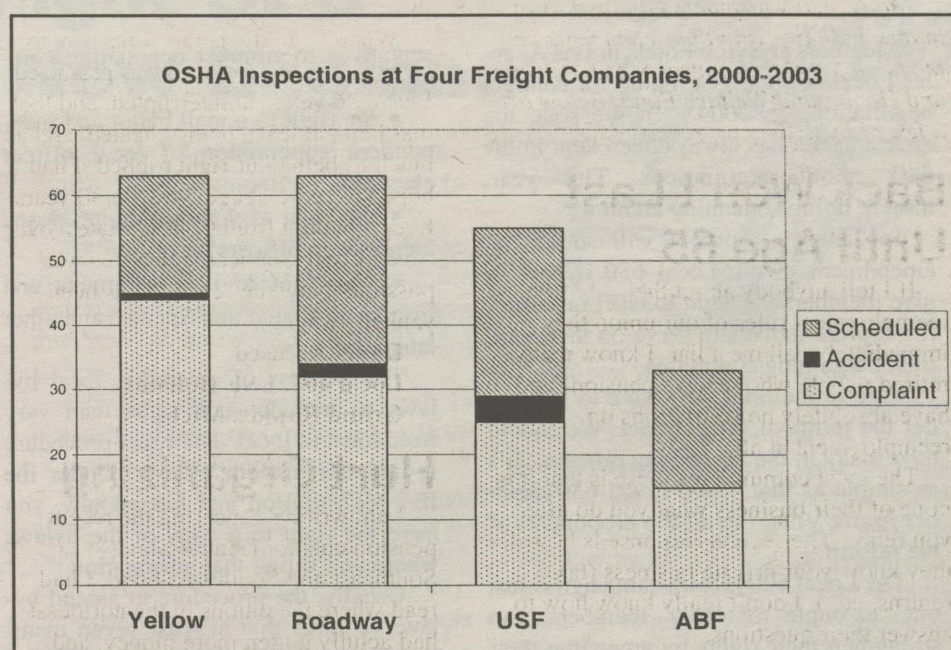
OSHA guarantees workers the right to

file complaints over potential health and safety violations, oversee inspectors who respond to these complaints, and conduct their own inspections.

Between 2000 and 2003, OSHA completed a total of 214 inspections at Yellow, Roadway, USF, and ABF. Fifty-four percent of these inspections resulted from worker complaints. Another 43 percent resulted from inspections planned by OSHA personnel, follow-up investigations of workplaces previously cited for violations, and referral inspections requested by other government agencies. The remaining three percent resulted from accidents (see chart). One hundred and nine inspections, or 52 percent of the total, resulted in a finding of one or more safety violations. OSHA assessed a total of \$189,769 in fines for these violations.

Be Alert for Common Violations

The greatest number of health and safety violations occurred in five standard areas defined by OSHA: safe operation of forklifts and other powered trucks, proper installation and shielding of electrical wires and conduits, hazard communication, standards for portable fire extinguishers, and general safety requirements for electrical equipment (see list below). Generally, the Department of Labor reports that the violation of standards for forklifts and powered trucks is



the most common violation of OSHA standards in the freight industry. Other common problems at the five companies reviewed here included the violation of standards for hazardous waste operations and emergency response, medical services and first aid, and handling of propane.

Workers Play Important Role

OSHA rules obligate employers to warn workers of potential workplace hazards, ensure that working conditions meet its health and safety standards, and report serious workplace accidents and injuries. However, OSHA cannot accomplish these goals without organized and vigilant workers who are conscious of their right to a safe and healthful workplace.

Limited Inspectors

Both federal and state OSHA agencies command only 2,500 inspectors, in a country of 100 million workers at 6 million worksites! Consequently, OSHA reserves a central role for workers in its enforcement process.

Your Rights

In addition to the right to file a complaint against unsafe working conditions, workers can demand that a worker representative, such as a union steward or other officer, accompany an OSHA officer during an inspection. Both OSHA rules and the National Labor Relations Act also allow unions to conduct their own safety and health investigations. Finally, OSHA rules protect "whistleblowers," workers who speak out against safety and health violations, from discrimination by employers.

Union members and stewards can take full advantage of their rights by keeping careful records of safety and health conditions, planning ahead when filing complaints, and participating in the inspection process to the fullest extent provided for by law.

Freight workers must exercise their rights under OSHA in order to curtail the safety and health violations that prevail among the largest freight companies. Contact TDU for more information about your right to safety and health in the workplace.

Freightlines

Shareholders Back Yellow Purchase of Roadway

In a deal valued at \$1.05 billion, shareholders of both trucking companies overwhelmingly supported Yellow's purchase of Roadway. The stockholders voted 21,732,854 to 252,323 in favor of the merger. The new Yellow Roadway Corp will control more than 15 percent of the LTL market. The companies had a combined revenue of \$6 billion last year.

Yellow Debt Downgraded

Not everybody thinks the Yellow, Roadway merger is such a dandy idea. Two major investor ratings services are downgrading the debt ratings of the two companies in anticipation of the increased debt load the merger will bring. Moody's Investor Service downgraded Yellow's debt rating to Ba2 and Roadway's went down to Ba1 from Baa3.

Similarly, Standard & Poor's Rating Services downgraded Yellow Corp to BBB and placed the rating on Credit Watch with negative implications.

IBT-DHL Fail to Reach Agreement

The International Union has abandoned efforts to reach agreement with DHL-Airborne on integration of seniority lists, a very important issue to Teamster members. On Dec. 4 the Hoffa administration advised Airborne that they could go to the change of operations committee for terminals under the national contract. And now each local with a white paper agreement will be left on their own to deal with the tricky issue.

The issue is of vital importance to Airborne Teamsters, especially those who may have started as casuals or part-timers. The move to turn the matter over to the change of op committee and to individual local unions to fend for themselves comes as a disappointment.

The Sky is Falling

Many major nonunion freight companies are freaking out over the impending changes to the Hours of Service regulations. Apparently nonunion drivers can't make a decent living when restricted to working 14 hours a day. According to *Transport Topics* many truckload carriers are taking drastic measures — they plan to increase driver pay in an effort to retain drivers and recruit new ones.

Freight Top 10 List

OSHA violations at four freight Companies in order of occurrence, 2000-2003

- 1 Forklifts, cranes and other powered industrial trucks
- 2 Electrical, wiring methods, components and equipment
- 3 Hazard communication (hazardous materials)
- 4 Portable fire extinguishers maintenance and placing
- 5 General electrical equipment safety
- 6 Floors, walkways and raised platforms
- 7 Protection of floor and wall openings and holes
- 8 Exit routes
- 9 Personal protective clothing and equipment
- 10 Wiring design and protection, grounding

Win New Rights by Reforming Your Local Bylaws

Members at Sysco Foods in Los Angeles Local 630 are gearing up for contract negotiations in 2004. In the past, the rank-and-file has always been kept in the dark about negotiations. This year, they're doing something about it.

In January, workers will submit an amendment to the Local 630 bylaws to give members the right to elect rank-and-file representatives to serve on their contract bargaining committee.

"We're the ones who have to live under the terms of the contract. We should have a say in the bargaining process. It's as simple as that," said Local 630 member Frank Villa, one of the proponents of the reform.

The Local 630 reform campaign is just one example of how members can strengthen their rights by amending their local union bylaws.

January: the time to act

Are there changes you would like to see in your local union? Now is the time to act. January is the only month in most local unions where the members can initiate the process of reforming local union bylaws.

Bylaws are the constitution of your local union and they define your rights and responsibilities as a local member.

Every year, TDU helps Teamster members organize campaigns to reform their local bylaws. As a result of these campaigns, Teamster members in different locals have won many new rights, like:

- the right to elect shop stewards by secret ballot vote
- the right to elect rank-and-file repre-

sentatives to contract negotiating committees

- the right to a mail ballot and independent supervision of local officer elections
- the right to vote on any proposed increases in officers' salaries
- the right to have contracts and bylaws translated into Spanish and other languages

The process of amending local bylaws to include such rights can vary from local to local. The exact procedure is laid out in your bylaws. Under the IBT Constitution and federal law, you have the right to a copy of the bylaws where you'll find that information.

Usually, the procedure to amend bylaws requires that at least seven members submit a proposed amendment at the January union meeting. The proposal is read at three consecutive meetings, beginning in January, and then voted on at the third meeting.

Most local bylaws require a two-thirds vote to amend.

Keys to success

A bylaws campaign can be an effective tool for winning positive reforms and educating and mobilizing members. But, like any organizing campaign, a bylaws reform campaign requires good planning. Here are some keys to success:

- **Pick an issue that matters to members:** Many members do not know what bylaws are, let alone have a strong opinion about what the language should be on matters like the division of powers between the principal officer and the

Fighting for elected bargaining committees

"We're the ones who have to live under the terms of the contract."

"We should have a say in the bargaining process. It's as simple as that."

Frank Villa, Sysco Foods
Local 630, Los Angeles



executive board. If you want to get members interested, pick an issue that hits home and doesn't require a lot of explanation.

- **Keep it simple:** It is sometimes tempting to submit a number of changes all at once. But this can make it more difficult to communicate your message and easier for your opponents to confuse the issues. Pick your top issue and keep it simple.

- **Spread the word:** Short flyers with graphics and few words are the best way to get out your message and inform members about what's at stake.

- **Consider a support petition:** A petition is a good tool for reaching out to members one-on-one and talking to them about the issue. It can also give you a way to get the names and numbers of supporters that you can call to turn out to the union meeting on the day of the vote.

- **Involve supporters:** There are lots of different ways that members can support a bylaws reform effort — from passing out flyers, to circulating petitions, to turning out members to vote, to speaking in favor of amendments at union meetings. Identifying and using supporters will strengthen your campaign and build union involvement.

Getting the language right

Since bylaws are legally binding documents, it's important to get the language in your proposal right.

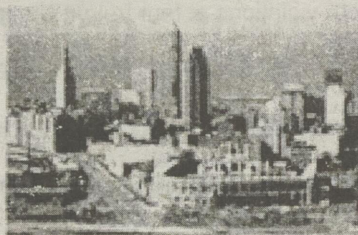
TDU can help you get through the hoops. We have copies of bylaws language that has been approved by the IBT and lawyers who can review your bylaws proposals before you run into a legal challenge.

For legal and organizing advice on bylaws reform campaigns, contact TDU today

TDU Convention 2004: Where the Future Course of Our Union Will Be Set

**Be Part of the Solution
Save the Date:**

**October 22-24, 2004
Cleveland, Ohio**



- Broken promises and attacks on democratic rights: We can cry in our beer or take action.
- The TDU convention is where plans will be set that can change the course of our union.
- Be there and be part of the future of the IBT.

Every convention includes educational workshops as well as general sessions and meetings by Teamster jurisdiction. Contact us for more information.

Finally Got the News

"Convoy Dispatch

is the only reliable source of information we have. I get a regular bundle and just asked for an extra 100 copies to get into the hands of news hungry Teamsters."

Wayne Turner, Local 71, Charlotte, NC



Every month working Teamsters deliver the news by getting a bundle of Convoy newspapers. Order a bundle today and help build our union by building an informed membership.

Price per issue(circle): 100-\$13, 50-\$9, 20-\$6, 10-\$4

Name _____ Phone _____

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Send to: TDU, Box 10128, Detroit, MI 48210
313-842-2600 www.tdu.org

Will the International Take a Stand?

Members, Local Officers Fight UPS Mid-Contract Giveback in New England

New England UPS Teamsters are turning up the heat over an illegal mid-contract concession that guts protections in their contract supplement and opens the door to Sunday to Thursday work weeks in New England.

Members and local officers have demanded that Hoffa step in to stop Boston Local 25 and three other locals from surrendering contract language that guarantees premium pay for all Sunday work. The premium pay guarantee has effectively blocked the company from implementing Sunday to Thursday shifts for feeder drivers and inside workers.

Members are working internally with the union to protect the contract, and are prepared to go to federal court, if necessary, to enforce their right to vote on any mid-contract changes. TDU has fought long and hard to protect members' contract rights.

UPS management tried to eliminate the premium pay guarantee in contract negotiations in 2002, but they were turned back at the bargaining table. So this year, the

company went after the language through local side deals.

In August Boston Local 25 President Ritchie Reardon gave the company what they were after by agreeing to create a Sunday to Thursday work week with no Sunday premium pay at the Chelmsford facility — in violation of the New England supplement.

Reardon and UPS pushed through the giveback in a bogus "election" held at the company, under management supervision, in which only a small number of members were allowed to vote. While feeder drivers overwhelmingly rejected the giveback, the larger voting bloc of part-timer workers (who were promised a \$200 bonus) accepted the concession.

UPS promptly — and predictably — went on the offensive, demanding that other New England locals also agree to Sunday to Thursday work weeks under the threat of losing work to Chelmsford.

Members and local officers across the region have stood up to the company's arm-twisting. Hundreds of feeder

drivers sent protest letters to the International in a campaign initiated by Chelmsford feeder drivers.

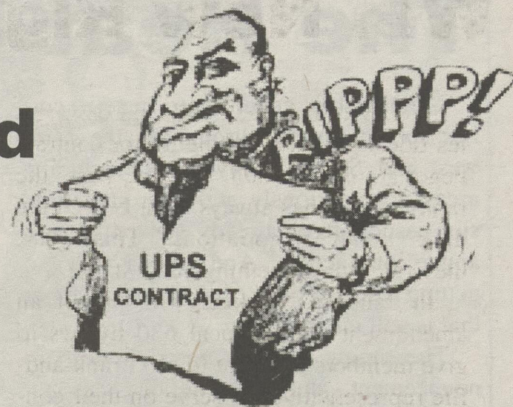
New Hampshire Local 633 feeder drivers voted unanimously to reject the concession even though the company threatened to move work to Chelmsford if they did so.

Officers from all five UPS locals in Connecticut have reportedly sent a letter of protest to the International.

In all, nine locals have refused to go along with the giveback, including locals 170, 191, 251, 404, 443, 493, 597, 633, 671, and 677. A tenth, Local 191, opposed the giveback but then went along after UPS threatened to move their work.

Only locals 25, 42, and 340 went along with the giveback from the get-go.

Officials from these locals have tried to treat the question of surrendering regional supplemental language as a "local issue" but the givebacks have undermined the rights and working conditions of members across New England who never had any vote on a change to the language negotiated in their supplement.



In just one example, Local 170 members in Worcester, Mass., are losing overtime work and the company is threatening to eliminate a part-time shift and change the start times of full-time inside workers.

Members and officers have called upon the International to step in, arguing that a vote of all members covered by the supplement is required to revise supplemental language.

"At Local 170, we are disgusted that we were taken out of the process," said Vice President Jack Reardon. "We fought long and hard for our democratic rights and contract protections and to have them usurped from us pisses us off. We had hoped and still hope the IBT will step in and demand that this go to a vote of all the members in the supplement."

Issue Headed for Federal Court?

Central States Continues to Deny Part-Time Credit

The Central States Pension Fund continues to deny UPS Teamsters their right to combine part-time and full-time years to retire with 25 or 30-and-out benefits. Some Teamsters have now gone through the internal appeals procedure, and it appears the matter will be headed to federal court to win justice and stop the arrogance of the Fund's trustees.

The International Union now claims they themselves may sue the Fund! We hope so, but if not, TDU members will prepare to initiate a suit and win rights guaranteed in the contract.

It is the Trustees who set the policy, which changed in 2003 to deny crediting part-time years. The chair of the union Trustees is International Vice President Fred Gegare. So, will Hoffa sue his own subordinate and running mate, Gegare?

In a letter dated December 3, James Hoffa claims the International, after months of inaction, is now going to take the members' side. He cites the case of Cincinnati Local 100 member Kevin Bowman (Hoffa refers to Kevin as Ken Bowman), who has exhausted his appeals and carefully documented every step. By the Fund denying Bowman his part-time years reciprocal rights, he would lose \$500 per month in pension.

Many UPS Teamsters put off retiring in 2003 when they got the shocking news from the Fund on denial of their earned

years. Thus they missed out on the November 17, 2003 deadline to avoid the big increases in health and welfare costs. We demand that the November 17 date be eliminated or altered, so that the denial of rights to UPS Teamsters will not cost them tens of thousands of dollars in extra health costs.

If you are a UPS Teamster affected by this denial of part-time years, you can contact TDU or provide copies of relevant documents.

Got Info on UPS Basic?

The UPS Committee of TDU is gathering information on the new UPS Basic service.

Contact us if you have information that sheds light on the following questions: 1. Is the work "new" accounts or old or current accounts? 2. How much work is involved? 3. Are urban, as well as rural, packages being delivered? 4. How are the packages brought into the UPS system: union driver pickup or some other method?

Guide Book, Fact Sheet and Brochures

UPS Contract Enforcement Tools from TDU

The Guide to Enforcing the UPS National Contract

This 160-page, pocket-sized booklet is a must-have for all UPS Teamsters. It covers all of the major contract articles in an easy-to-use format. An excellent resource for the (long) life of the new contract. Price: \$10 each, \$8 for 5 to 20 copies.

Fact Sheet on the "Smart Label" DPS/PAS programs

This four page fact covers the ins and outs of the new pre-load and dispatch systems, how they work (and don't) and how to get ready for them.

Enforcement Brochures

These easy to read front and back brochures can be handed out to coworkers and used as a quick reference. The Supervisors working brochure includes a chart that can be used to document incidents. The brochure on pay-related issues addresses the most common problems with pay, including a section on working off the clock.

Please Send Me:

- ☐ Copies of the Enforcement Guide
☐ Copies of the Smart Label fact sheet
☐ Copies of the Enforcement Brochures

Total Enclosed: \$_____

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Pension Movement Comes Together

The Heat Is Rising!

Membership anger over benefit cuts has spread rapidly throughout the Midwest and South. Many areas, including areas not previously active around pension issues, have already started to turn anger into action. And like a volcano getting ready to blow, there is much anger that is still untapped.

The timing of the Central States announcement — during the holiday season — was calculated to fend off or delay membership response. It also came after most local union elections were over.

These tactics didn't work. Some 10,000 members have turned out at scheduled union meetings in just three weeks. Louisville (1000), Oklahoma City (400), Atlanta and Greensboro (300 or more each) are just a few examples.

And when members go to union meetings they are not sitting back quietly. Charlotte, North Carolina members, for example, got television news coverage of a pre-meeting rally, as have members in Louisville and other areas. The media have started to pick up the story in many areas.

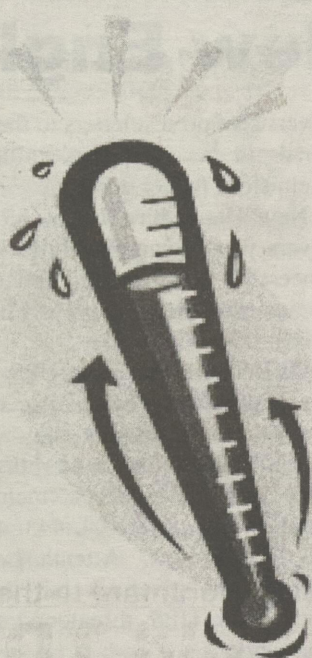
Members in many locals have raised motions (see box this page), even ones demanding that the fund trustees resign.

The movement is bringing in new people and new ideas, and organizing to win. During November the TDU website (www.tdu.org) received 1.5 million hits, while the www.nopensionfreeze.org site

received over 200,000. TDU is growing rapidly to build an army that can win this battle. Meetings are already planned for 20 cities and areas in January, with more shaping up all the time.

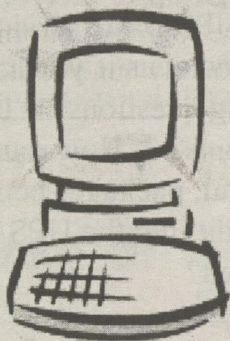
And this is just the beginning. An even larger explosion of Teamster anger and activity is expected once the holidays are past. Contact TDU and use the materials in this *Convoy Dispatch* to find out what you can do to join this growing movement.

Hands Off Our Pensions!



**For breaking news,
check out...**

**www.nopensionfreeze.org
and
www.tdu.org**



Turning up the heat:

Passing Motions at Union Meetings

**Randy Brown, UPS
Local 728, Atlanta**

One way we are working to turn anger into action here in Atlanta is by passing motions at union meetings. This is a good time to use this strategy. Support is generally overwhelming.

Our first motion, before the benefit cuts were announced, directed the local officers to voice opposition to the cuts when they attended the officers-only meeting in Chicago. In December we proposed that the local distribute the Pledge Petition, in order to get the maximum number of signatures from our local.

We also raised a motion that Local 728 provide buses to send members to Chicago to protest at the Central States Fund offices. This was ruled out of order but one member of the executive board stated that he would propose it at the next executive board meeting. We will keep pressing on this and other positive proposals.

Have several people lined up to help when making motions at meetings. If one person gets shut down, someone else can step in and press the issue. It also helps to keep it short. Get to the point and avoid long speeches.

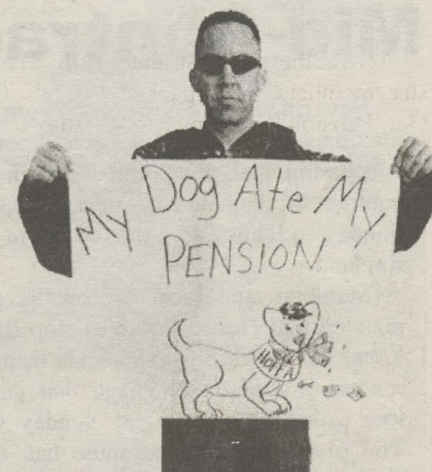
Make Your Voice Count

Thousands of Teamsters are getting involved in the fight to save our pensions.

We can force the union officials who are going along with the employers' attack on our pensions to change course. But to do that, we need to know where our power lies and we need a plan of action that makes the most of the power we have.

As individuals, we have no power. But if we function as a growing and united movement, we can build the leverage we need to reverse the cuts.

We need to expand the Hands Off Our Pensions army by informing and involving thousands of rank-and-file members, and to stay united so that we focus our growing power in a common direction



What You Can Do Now:

Circulate the pledge petition. Set a goal for your workplace and local. Get helpers at other worksites. If 50,000 Teamsters sign the pledge to vote only for Teamster candidates who support changing the cuts, Teamster leaders will have to listen or be voted out.

Help raise funds, which are urgently needed to do an independent actuarial study of the Central States Pension Fund and to increase outreach and draw more Teamsters into the pension movement. Use the fundraising raffle to raise money in your area, or send a donation to CSPIC.

Contact TDU about how to help in your area. Meetings are being planned now, and actions at the Central States Road Shows. Committees are forming in various locals and areas.

Join TDU and ask coworkers to join. We need a stronger army and organization to roll back these cuts. A \$40 membership is a small investment to build an army to save our pension and health benefits.

Get in touch with your ideas, questions, and your commitment to be part of protecting our future and our union.

Local Unions Speak Out

Several locals have passed motions directing their officers to protest the pension cuts to the Union Trustees and to the International.

As noted here, Georgia Local 728 passed a motion, at a very large meeting, that the Local Union will distribute the Pledge Petition to all Local 728 shops.

In Detroit Local 299, a motion was introduced calling for the resignation of the Union Trustees, since they have failed to represent the interests of the members. The chair put the motion off until after the

Central States reps can come to Detroit. This motion is perfectly in order at a local union meeting and members may want to consider putting it forward in their areas.

In Nashville Local 327, a motion was adopted that no official who is covered by multiple pension plans should serve as a Union Trustee. Local 327 is sending a letter protesting the cuts, along with other locals.

If you need ideas or help with formulating a motion for your Local Union, contact TDU.



Hands Off Our Pensions! Meetings Being Set Up Now for Jan. and Feb.

Across the midwest and South, Teamster members have packed "Hands Off Our Pension" meetings to get the latest



information on the cuts and to build our movement to win pension justice.

Many areas are setting up meetings to discuss plans to turn back the benefit cuts.

Join TDU to get on the mailing list for meeting announcements, updates and flyers. Contact us if you would like to arrange a meeting in your area.

Upcoming meetings will be held in: Charlotte NC, Cincinnati, Detroit, El Paso, Flint MI, Gainesville FL, Jacksonville FL, Lumberton NC, Memphis, Miami, Minneapolis, Nashville, New Orleans, Orlando, Raleigh NC, Roanoke Va, Savannah Ga, Tampa, Valdosta Ga, Toledo...and more by the day.

Raffle Drawing – Jan. 24, 2003

Raising Funds to Fight for our Pensions!

Duane (Skipper) Bair
Roadway, Local 20
Toledo Ohio

Our own union dues are being spent by our union officials to promote the pension cuts and attack members who are organiz-



ing to save our retirement.

Our movement needs funds of our own so we can get information out, organize meetings, and conduct an independent study of the pension fund so we have the facts and figures we need to say what can be done.

The Central States Pension Improvement Committee has launched a raffle. We need to reach out to Teamsters to get them involved and build the raffle.

Tickets come in books of twelve for a suggested donation of \$10. First prize is \$1,000.

Call TDU to order your tickets at 313-842-2600. Act now! The drawing will be held on Jan. 24.

Using the Media to Fight for Pension Justice

David Thornsberry
Local 89, UPS
Louisville

Teamster activists are some of the best at getting out our message. Whether it be a strike, contract campaign, or our movement against the pension cuts, few have the passion and drive that Teamster members have at expressing their opinions.

That being said, I believe we overlook the power of the media at times. The media outlets can play an instrumental role in publicizing our cause.

Recently in Local 89 in Louisville, we protested the cuts in the Central States pension at a special meeting called about the cuts. We also protested our local union officers defending the Central States trustees.

We had an organized protest with people holding signs outside the union hall door, while Twisted Sister's "We're Not Gonna Take It Anymore" blasted from a stereo. Our signs said things like "Why Does Great-Grandpa Have to Work at UPS," "The Dog Ate My Pension" (with a drawing of a little dog with "HOFFA"

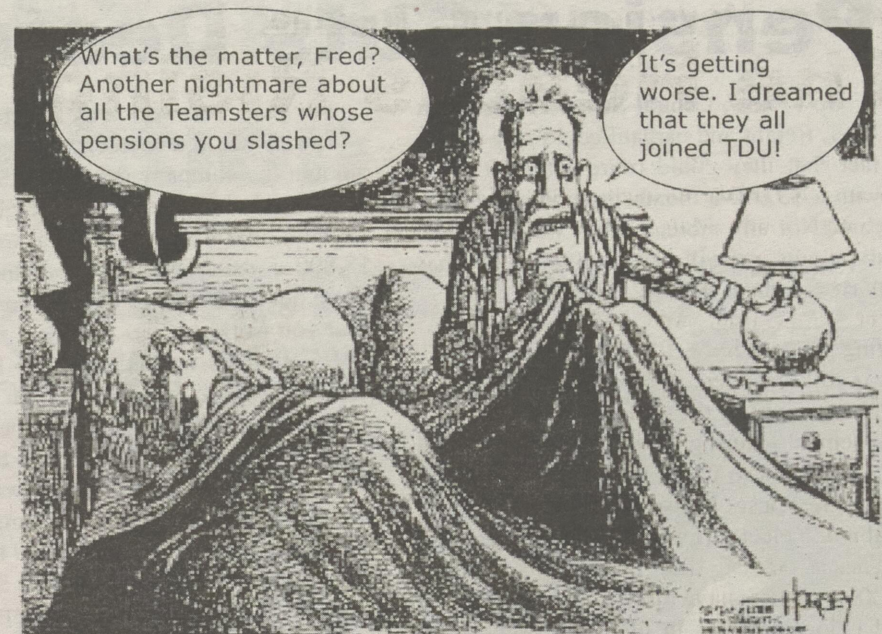
written on his collar), and "Hey Central States – If I Die Before I'm 57 How Much Do I Owe You?"

Three news channels covered the story. They were there because we asked them to be there. This took our protest into everyone's living room on their TV sets. Much to our local's chagrin, it shined a light on what is going on.

And a funny thing happened. Local 89 President Fred Zuckerman actually called one of the news stations to say that he would be working with Central States to reverse the impact of the cuts. He didn't mention this at our meeting. All we got was excuses, but our pressure and the power of the media turned up the heat on him.

You can do this too. I highly recommend you get the media involved in our cause. A good formula for getting the media to cover your story is:

- Have a good press release. (TDU can help).
- Fax it, e-mail, and regular mail it to all TV stations and newspapers a few days before.



Be a nightmare to the fatcats who cut our pensions!

Build TDU Today!

"TDU has devoted energy and money to fight the pension cuts and the reemployment rules. TDU has the nationwide network we'll need to win. That's why we're recruiting more members to join TDU. So far half our center has joined and that's just a first run. All Teamsters concerned about their pension or their union should join TDU."

Jack Branstetter and Chuck Byrd
Local 886 UPS
Enid, Okla.

Contact TDU today to:

- **Order TDU recruitment materials** including membership cards and tips on talking to members about TDU.
- **Sign up to receive a bundle of Convoy Dispatch.** The number one source of information on the pension movement is available in monthly bundles at a low cost.



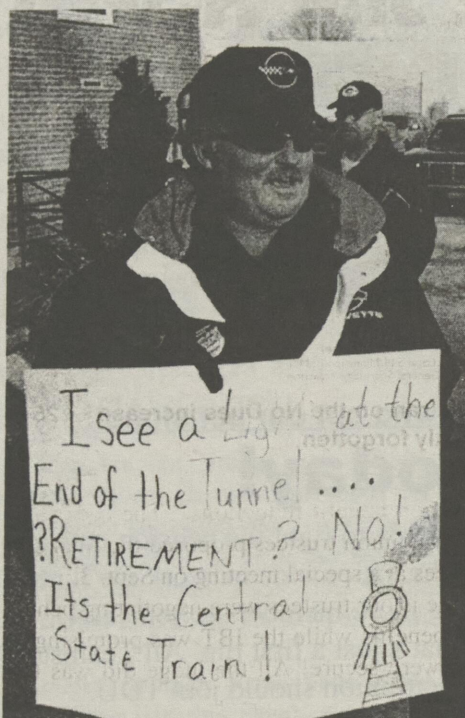
- Follow up with a phone call.

Be prepared when doing interviews. Short, precise quotes are what they are looking for. Keep a cheat sheet if you need it.

So the next time your union holds a meeting about the cuts or you hold a pension meeting of your own, get the media involved to make it even more successful.

Pension Cuts Destroy Early Retirement

Up to now, Central States Teamsters at UPS, freight and carhaul could rely on the fact that they could retire after 30 years with a \$3,000 a month pension and health care. Not any more. Unless we beat back these cuts, we will make a fraction of what current retirees do.



The attack on our pensions is two-fold — our benefit formula has been slashed and retiree medical coverage dramatically cut back.

Together these cuts destroy the good 25-and-out and 30-and-out pensions we fought to win.

Pension Cuts

After Jan. 1, our benefits will be calculated differently. We will no longer get \$2,000 or \$3,000 a month if we put in enough years under our top contracts. Instead we'll get a lower benefit based on a formula that counts years worked before and after Jan. 1, 2004 differently.

Let's assume you are 47 years old now and already have 20 years worked in freight, carhaul or UPS. What will happen if you retire 10 years from now, in 2014?

They can't take away benefits you have already earned. So the years you work before 2004 have to be counted as part of the prior 25-and-out and 30-and-out benefit. They will owe you \$2,000 a month for the first 20 years. (20/30 times \$3,000 = \$2,000).

Exploding H&W Premiums

Retirement Age	H&W Cost single	H&W Cost couple
57	\$255	\$510
58	230	460
59	205	410
60	180	360
61	155	310
62	130	260

Figures will increase every year by \$50 a month for single coverage, \$100 if spouse included.

For years you work after Jan. 1, 2004, you will get one percent of the total amount the company pays in to the fund on your behalf. In UPS, freight and carhaul, that's about \$170 a week or \$8,890 a year. One percent of that will come out to about \$90 a month for every year you work.

So 10 years worked after Jan 1 2004 will be worth about \$900 a month unless our union negotiates some big increases in pension contributions. It will be less for every single day you miss work for whatever reason and the employer doesn't put any money in. \$2,000 for the 20 years before 2004 plus \$900 for the 10 years worked after is \$2,900 a month.

But hold on. If you retire before age 62, Central States will penalize you 6 percent for every year under age 62 that you retire.

That means if you retire at age 57, they'll take 30 percent off the monthly pension benefits you earn after 2003!

They can't apply this penalty to the pension benefits you have earned up to the end of 2003, but they can and will apply this penalty for every year you work after 2003.

If you retire ten years from now at age 57 with 30 years in, that penalty will bring your pension check down to \$2,630.

And that's not counting the huge hikes in health and welfare premiums.

Health and Welfare Cuts

The worst cuts are in retiree health coverage. Now Teamsters who retire under age 57 will have to pay \$510 per month or \$1,020 per couple. Those who retire after Dec. 31, 2004 will not be eligible for *any* retiree coverage until age 57. (See the chart on H&W costs at other retirement ages.)

Single coverage is going to be upped by \$50 a month *every year* until further notice.

Couples coverage will be increased by \$100 a month every year until further notice. In other words, they will keep

What will Teamster retirement look like in the future? Here's one example.

Name: Joe Teamster

Employer: UPS, freight or carhaul

Current Age: 47

Years Already Worked: 20

Retirement Date: Will retire in 2014 at age 57 after 30 years working as a Teamster

Monthly Pension Check: \$2,630

Monthly Health and Welfare Premium (includes spouse): \$1,510

Monthly Pension after H&W ex-

raising our premiums until we force them to stop.

If you retire 10 years from now at age 57 you'll be paying \$1,510 a month for spousal coverage! Subtract \$1,510 from your \$2,630 pension. That leaves you with \$1,120 a month!

Our 25-and-out and 30-and-out pensions are being destroyed. We fought to win early retirement — and won. Now we've got to fight again. TDU and CSPIC are leading this fight. See our special coverage on pages 6-8 for how you can get involved and build this movement.

Legislative Attack Could Gut All Union Funds

UPS Seeks to "Partition" Pension Funds

UPS management memos indicate just how happy they are about the pension and health cuts announced by the Central States Fund. But they want more. They want to "partition" the Teamster Funds, and thus get out of our Teamster plans.

They have had a bill introduced in Congress (S. 1492) by representatives from Georgia and Kentucky (where the corporate HQ and air hub are located) to this effect, as an opening shot to get out of the Teamster funds in the next contract round.

This partitioning would in effect destroy multi-employer funds that have provided excellent pension benefits to hundreds of thousands of U.S. workers. Teamsters in all union pension plans, whether UPS, freight, warehouse or otherwise stand to lose big.

TDU has contacted people who work on Capitol Hill and they give this bill a

Western Conference Pension Fund

Time to Review the Cuts — Stock Market up 25%

Teamsters in the Western Conference Pension Fund are calling on top Teamsters to live up to their word. When pension accrual cuts were imposed by the trustees in early 2003 (effective July 2003), certain trustees, such as International Vice President Chuck Mack, said they would revisit the issue when there were gains in the stock market.

The stock market is up approximately 25 percent in the past year, and certainly the fund's assets, which began 2003 at \$23.2 billion, are up as well. It's time to look at the drastic cuts the trustees imposed.

In mid-December the Western Fund — two months late — made available the full financial report (form 5500) for 2002. With that in hand, the Western Teamsters Pension Improvement Committee (WESTPIC) is going to raise funds to



low chance of getting very far, because so many companies and funds and unions would be adversely affected. But UPS management is using the attack to push our union trustees around and they have folded quickly, as we have seen with the Central States cuts.

And rather than mount a counter-attack, the IBT is trying to use the company's stand to scare members into accepting cuts in health care and an end to early retirement.

conduct an actuarial study (expert review of the fund's finances) to demonstrate that the drastic cuts are not necessary, but driven by the employers, with union trustees going along.

The pension accrual was cut by over 50 percent on July 1. Instead of a pension "multiplier" of 2.92 percent a year for a 20-plus year Teamster, the accrual rate was cut to 1.2 percent. For a freight Teamster, for example, instead of accruing \$237 in 2004 in improved monthly pension benefits, the accrual would only be \$98. The historic minimum of the fund was 2.65 percent for 20-plus year Teamsters. The committee is working to have that minimum level restored.

For information, or to help to win pension justice, contact TDU or write to WESTPIC, PMB 313, 10611 Canyon Rd East, Puyallup, WA 98373.

While IBT Makes Excuses Teamsters Take Action

With our retirement dreams turning into pension cut nightmares, angry members are demanding answers. But Hoffa and top Teamster officials offer members only excuses.

You may heard some of these already:

"Hoffa and the International have no power over the pension and health & welfare"

"A federal judge forced the cuts"

"We didn't know how much money the fund needed when we bargained the contracts."

And their favorite: *"Do you want to bankrupt the pension fund?"*

What happened to the Hoffa power?

Hoffa used to say that the "Hoffa name meant power" and that he would improve our pensions. In 1996, Hoffa's slate was the "Jim Hoffa 25-And-Out, No Dues Increase Slate."

He promised he would negotiate an increased 25-and-out pension with health insurance. Now he says he has no power over the health and welfare.

That's a joke. Two of the five union trustees to the fund are International Vice Presidents who work for Hoffa. All five union trustees operate as a team under Hoffa's leader-



ship.

'The Judge Made Us Do It'

If you can't find our IBT officials, its because they are hiding under a judge's robes! They say a judge ordered the pension cuts, and Hoffa is not to blame.

Here are the facts, judge for yourself.

On Nov. 17, Judge James Moran issued an order approving benefit cuts. But 12 days earlier, the pension fund had already alerted local unions that they were holding a meeting to announce benefit cuts. Did they have ESP then or are we being lied to now?

The truth comes out in Judge Moran's order, which states that union and employer trustees "worked for much of 2003 to develop



VOTE THE JIM HOFFA NO DUES INCREASE — 25 & OUT SLATE



Jim Hoffa
Local 614/Pontiac, MI
General President



Tom Keegel
Local 544/Minneapolis, MN
General Secretary-Treasurer

PROMISES MADE, PROMISES BROKEN. Hoffa ran on the No Dues Increase — 25 & Out Slate. Two promises made that were quickly forgotten.



a package of pension benefit reductions." The order also reveals that our own union trustees proposed the final cuts to employer trustees at a special meeting on Sept. 3.

The bottom line is our trustees were negotiating behind our backs to cut benefits while the IBT was promising us that our benefits were secure! All the judge did was OK their hatchet job.

'We Didn't Know'

The IBT says they didn't know how much money the fund needed when they negotiated UPS, freight and carhaul. They even say the fund lied to them.



But all the reasons they point to for cutting benefits were known when these agreements were negotiated in 2002 and 2003. (The stock market decline, 9/11, bigger health costs, and more retirees.) CF closed before freight and carhaul were negotiated.

The worst Hoffa excuse is that the fund didn't tell the IBT how much money they needed. Five of the ten pension trustees are from the union, including International Vice Presidents Fred Gegare and Phil Young.

Phil Young was Teamster Freight Director and also a pension trustee. He resigned from the pension board to lead freight negotiations. Then he went back on the pension board and voted to cut our benefits.

Young, Gegare and Hoffa didn't know how much they needed to negotiate? Either they are utterly incompetent or they're lying to us again.

'Do You Want to Bankrupt the Fund?'

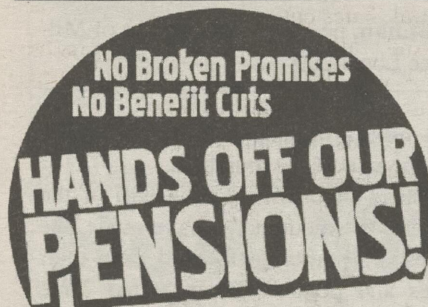
No one at the IBT or the pension fund really believes the fund will go bankrupt. It's a scare tactic to silence members. The fund has about \$17 billion in assets and the stock market has picked up over 20 percent this year.

The judge's order says that the fund is in compliance with federal funding requirements.

Hoffa claimed nearly a year ago that the IBT would do a study of the fund, but he has never released it to the members. It's time to open the books! Members deserve real numbers and a union plan to protect our benefits—not cuts, lies and excuses.

CSPIC is raising funds now to conduct an independent study of the fund to pierce the Hoffa smokescreen and get a real handle on what we face and what can be done.

Get the Materials You Need to Organize!



Central States Pension Improvement Committee
www.nopensionfreeze.org

Stickers and Buttons

Get your co-workers involved and let your local officers know how you feel. Great for union meetings! Buttons are 2 1/4"; new, improved stickers are 2 1/2".

Buttons: \$1 each; 50¢ for 10 or more.

Stickers: \$1 for 5; \$6 for 50; \$10 for 100

Raffle Tickets

Support CSPIC by buying raffle tickets, and get some to sell to co-workers. Three prizes: \$1,000, \$500 and \$250. \$10 for a book of 12 chances.

Order tickets from TDU; return stubs and money to CSPIC (all info on tickets). **Drawing on Jan. 24.**

Send Me:

____ Buttons at \$ ____

____ Stickers at \$ ____

____ Books of raffle tickets

\$ ____ Total Enclosed

credit card number: _____

Exp. / ____

Want to Know More About TDU?

Call us at 313-842-2600.

Set Up a Meeting

Meetings are being held throughout the Central and Southern regions to inform members about the cuts and get them involved in the movement for pension justice.

Contact TDU at 313-842-2600 and we will help you set one up in your area.

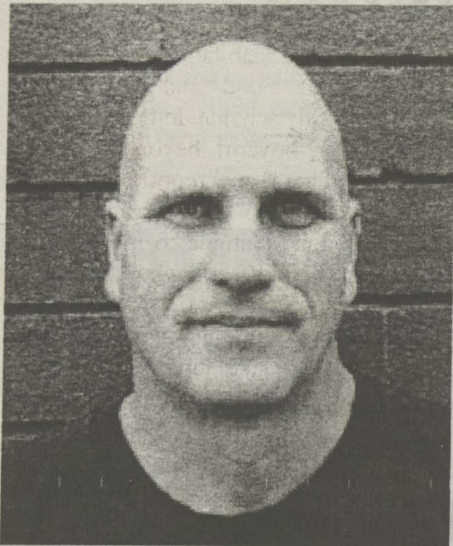
Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to TDU, Box 10128, Detroit, MI 48210

Reform Teamsters Sweep Local 174 Election



"This election shows members realize that real union power comes from an involved and mobilized membership and not machoism and empty posturing."
Dan Scott, newly elected principal officer of Seattle Local 174

Members returned reformers to office in Seattle Local 174, electing the entire Dan Scott Rank & File Power Slate. Local 174 is the largest trucking local in the Pacific Northwest with approximately 6,500 members.

After members elected reform leaders in 1991, Local 174 was a flagship for militancy and democracy — mobilizing members as well as community support during the decade's key labor battles like the 1997 UPS strike and the 1999 mobilization that shut down the World Trade Organization meetings in Seattle.

2000 Vote Overturned

But in 2000, a very close race allowed Hoffa to use Florida-style election tactics where some UPS members were denied the right to vote. The U.S. Department of Labor subsequently filed a federal lawsuit over the vote count.

During its one term of office, the Sullivan leadership alienated Local 174 members by shutting down rank-and-file participation and by siding with the

Hoffa administration, including its unpopular moves like the dues increase.

Supervised Election

The Department of Labor supervised this year's election as part of a settlement of its litigation. The members then elected reformers back into office.

"This election shows members realize that real union power comes from an involved and mobilized membership and not machoism and empty posturing," said Dan Scott, the incoming secretary-treasurer.

The newly elected Executive Board of Local 174 includes:

- Secretary-Treasurer: Dan Scott, UPS package driver
- President: Dianne Bolton, UPS feeder driver
- Vice President: Mark Babcock, Waste Management SnoKing
- Recording Secretary: Mary Lang, King County
- Trustees: Chuck Bowman, Safeway; Doug Martin, United Warehouses; Dave Gilbert, Oak Harbor Freight Lines

Election Fraud Blocks Reform Victory ... for Now

The election for New Jersey Local 97 officers appears to be headed for a rerun. TDU member Mark Kleinerman and the Team with Integrity Slate were narrowly denied victory in an election marred by massive improprieties.

Among the violations:

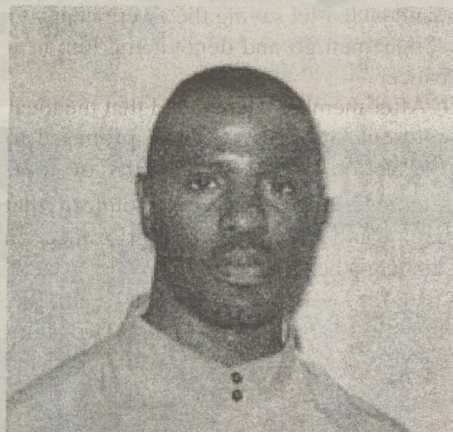
- Local 97 officials violated the Teamster Constitution and federal law by refusing to allow the Team with Integrity Slate to send a campaign mailing to the local membership.
- Local 97 mailed out an incredible 3,000 ballots to the wrong addresses, disenfranchising 30 percent of the local's 10,000 eligible voters.
- An unknown number of members were mailed the wrong ballots — for elections in a different union altogether!

Despite the massive improprieties, Kleinerman lost to incumbent president John Gerow by just 17 votes. Pat Smart, of the Team with Integrity Slate, was elected secretary-treasurer. Other Team with Integrity candidates lost by narrow margins.

The Team with Integrity Slate has filed election protests and is seeking a rerun election. Their protest is before Joint Council 73.

"We've documented the election violations. The evidence is overwhelming and can't be ignored," said Sylvester McElhaney, the chief shop steward at White Rose Grocery and the vice presidential candidate on the Team with Integrity Slate. "In a fair rerun on an even playing field, we will win hands down."

The election fraud was the last gasp of Local 97's crumbling regime. Principal officer John Gerow has come under increasing scrutiny since his sons — both



"In a fair rerun on an even playing field, we will win hands down."

Sylvester McElhaney, chief shop steward at White Rose Grocery and vice presidential candidate on the Team with Integrity Slate

union employees — were arrested in an FBI sting operation of a loan-sharking and gambling operation linked to organized crime earlier this year.

"Members voted for the Team with Integrity Slate because they are sick and tired of union corruption, weak representation, sellout contracts and backroom deals," Kleinerman said. "The Team with Integrity Slate is going to clean up our union and open it up to democratic participation. We want to restore members' pride in their local because pride leads to involvement and members' involvement will restore our union's power."

"We ran a campaign based on returning the union to the member and that's what we're going to do," McElhaney said.

Reformers Win in Milwaukee Local 200

A reform slate headed by TDU members Tim Buban and Darryl Connell has defeated the incumbents in Milwaukee Local 200. The Teamsters for Change Slate won every position on the new Executive Board.

Local 200 is a 5,500-member local with a large freight membership as well as warehousing, waste haul and many white paper agreements.

"The days of country club leadership at Local 200 are over," said newly elected secretary-treasurer and principal officer Tim Buban.

Fight for Pension Justice

Buban, Connell and other Teamsters for Change supporters have been active in the movement to defend hard-won Teamster pension benefits.

Central States Fund trustee Fred Gegare, who is from Green Bay, Wisc., used the Joint Council newspaper to campaign against the reform slate, and was invited to speak at Local 200 to attack TDU and members organizing to protect our benefits.

Incumbents Protest Election They Ran

The incumbents, who ran the election, have protested the results, hoping the



"The days of country club leadership at Local 200 are over."

Tim Buban, new principal officer of Milwaukee Local 200

Hoffa administration will intervene to block the will of the members.

"Instead of bowing to the will of the members, the incumbents have made one last desperate attempt to hold onto their salaries and perks," Buban stated. "We will defend the results and preserve the victory that the members of Local 200 deserve."

Major Upset in Chicago Local 705

Steve Pocztowski's slate swept incumbents led by Gerald Zero in Local 705 last month. Local 705 is one of the largest locals in the union with around 20,000 members in freight, UPS, airfreight, rail yard, tanker and movers jurisdictions in the Chicago area.

Three-Way Race

Pocztowski garnered 52 percent of the votes for principal officer. Out-going Secretary-Treasurer Gerald Zero finished with 39 percent in the three-way contest.

The Pocztowski Slate campaigned for reduced salaries for local officers and representatives; more rank and file participa-

tion in collective bargaining; rigorous enforcement of contractual standards with employers; and health insurance and pension protection.

In the mid-1990s, Zero led a reform team that included Pocztowski. Former IBT General President Ron Carey had appointed Zero to help lead Local 705 prior to officer elections that ended the IBT's trusteeship.

After two victories over old guard opponents of reform, Zero and 1998 Leedham running mate John McCormick split and led two competing reform factions. In 2001 Zero left the reform camp to support Hoffa.

Nation's Biggest Strike Needs Full Support

Warehouse Teamsters Walk Out in Solidarity

Teamsters at 10 distribution warehouses across Southern California walked off the job on Nov. 24 in solidarity with 70,000 retail clerks on strike against Safeway/Vons, Kroger/Ralphs, and Albertson. The clerks are striking to protect their wages, their job security, and — above all — medical coverage for themselves and their families.

Employers, labor and experts all agree that this battle will largely shape the terms of future labor contracts in the huge grocery industry. The corporations are not even pretending they cannot afford to pay, as their profits are huge. They say they want to cut costs to better compete.

The Teamster solidarity is an important shot in the arm, as the employers drag out the strike and try to starve out their work-

ers. Many Teamsters and others in labor feel that the Teamster leaders, in particular International vice president James Santangelo, waited awfully long — seven weeks into the strike — to respect picket lines, and that his support is less than enthusiastic (see quote in Labor Shorts).

On Dec. 5, the International Union finally agreed to pay \$200 a week strike benefits to the solidarity strikers. Rank and file activists and Local 952's leaders had urged members to contact the International in a campaign to demand benefits. At long last, the International Union agreed to support Teamsters on the front lines.

Teamsters also need to stay united and informed, with rallies, meetings or

events to bring Teamsters together and to deter scab recruitment. So far, Teamsters have been directed to just go home, and to call a "hot line" for updates.

Teamster unity needs to be actively built. The failure to do so could lead to lagging support for the strike.

The grocery chains are scrambling to replace Teamster labor; they're using supervisors and outside scabs from across the country to partially staff the warehouses and trucks. Ralphs (owned by Kroger) is using PSSSI, a Cincinnati-

based provider of scab labor, for drivers.

The United Food and Commercial Workers recently sent handbillers to spread the consumer boycott beyond Southern California. There are reports they may spread the strike to other areas as well, since the chains continue to make profits elsewhere to help offset the big losses they are suffering in Southern California.

Teamsters are in this fight, and have every reason to make sure it ends in victory. The whole labor movement needs to do the same.

NLRB Trial Set for Feb. 2

New Charges of Retaliation in RISE 'Reform' Local

New York City Local 854 officials and Consolidated Bus Transit management are at it again — facing new charges that they conspired to fire reform activist and shop steward Jose Guzman.

Local 854 President Daniel Gatto and management negotiated a leave of absence for Guzman with the right to return. But when Guzman went to pick up his paperwork, he was told that he had resigned. Local 854 officials promptly circulated a leaflet saying they were happy to see Guzman go and denouncing him as a "cancer."

After members demanded that the local represent Guzman, the local promised to take action. But after months of foot-dragging, local officials announced that they would not process a grievance on Guzman's behalf.

In the wake of the latest scam, the National Labor Relations Board temporarily postponed the trial of CBT and Local 854 officials in order to investigate the new charges. The NLRB trial has been

rescheduled for Feb. 2.

Both company and union officials face multiple accusations, including violent retaliation against shop steward Jona Fleurimont.

An arbitrator has ordered management to reinstate Fleurimont with full back pay after the company fired him because, in the words of the arbitrator, Fleurimont "was a threat to the existing, relatively smooth relationship between the employer and the union."

But management has refused to comply with the decision. Members have petitioned Local 854 officials to go to court to enforce the arbitrator's order.

Local 854 — which was cited as a "reformed" local in the report on Teamster corruption published by the Hoffa administration's RISE program — has been under investigation by RISE for more than a year. Despite the firing of four union reform activists as part of a well-documented management-union campaign, RISE has taken no action.

Learn the Strategies that Win Running for Local Union Office

"It can be done — you can change your local leadership. But not with a last minute effort. Get this book, use it as your guide. And start early, doing even little things that build your campaign."

Tim Buban, newly elected principal officer of Milwaukee Local 200

Order the handbook on running for office from TDU. \$10

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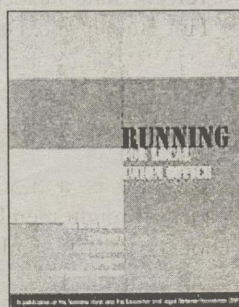
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How We Won

Dianne Bolton
Local 174 president-elect,
Seattle

In hindsight, our victory in the Seattle Local 174 election was not just due to tireless campaigning by our candidates and supporters: it was the result of a two-year plan to build momentum for reform and the campaign.

We began the campaign in 2001 when we won the election for delegates to the International Convention.

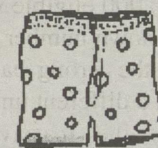
The next important step was creating the *Union Explorer* newsletter, which was widely distributed in the local, usually with some articles about issues that affect everyone in the local.

We built a communication network among members, and used it to get out *Union Explorers*, *Convoy Dispatch*, and to circulate petitions against the dues increase and for no pension cuts.

At election time, many Local 174 members already knew who we were and what we stood for. This made campaigning against the incumbent administration much more effective. We identified the issues and talked to members about them early and often. That's how we won this election.



Labor Shorts



Teamster Power?

Jim Santangelo, president of California JC 42 and International VP, speaking to the press regarding the Southern California grocery strike, said that Teamsters crossing the picket line would not be fined, just made ineligible for strike benefits. "Everyone has a right to cross the line," he is quoted.

IBT Takes a Holiday

Offices at the IBT will be closed Dec. 24, 25 and 26 for Christmas, open a half day on Dec. 31 and closed Jan. 1 and Jan. 2 for New Years. Five-and-a-half holidays. What do you get in your contract?

Support Workers' Right to Organize

New legislation has been introduced to make it easier for workers to join a union. Ask your representative to sign on as a co-sponsor of the bill by visiting www.aflcio.org and clicking on the Take Action link at the upper right of the page.

Website of the Month

With the goal to "strengthen the labor movement through the use of music and the arts," www.laborheritage.org features labor music samplings, examples of creative organizing, a calendar of labor cultural events, and union song parodies to liven up your own labor actions. The site also has an interesting listing of labor monuments by state.

Fight The Pension Cuts Join TDU

The same people who cut our pensions and health and welfare tell us not to join TDU. They are afraid that united in TDU, we will fight to restore our benefits.

They **should** be afraid! Teamsters are turning to TDU to fight the pension cuts.

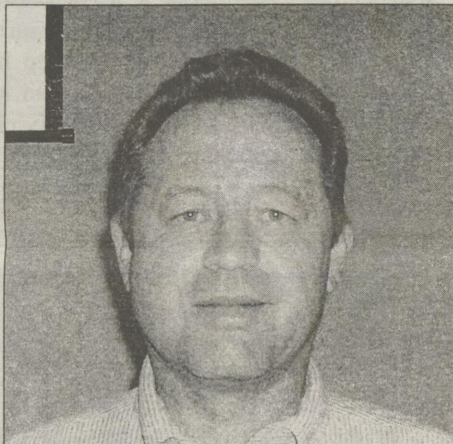
To win this fight we need numbers and organization. We need a bigger, stronger TDU.

Join TDU. Clip and return the membership application below.

Recruit others to TDU. Call 313-842-2600 for membership applications.

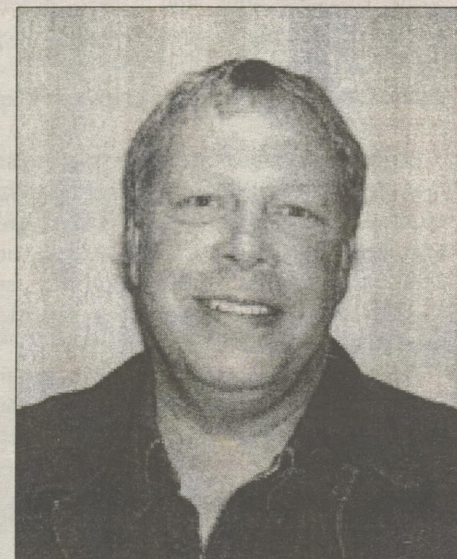
"We just held an emergency meeting in Ohio to fight the benefit cuts. More than a hundred Teamsters showed up and a lot of them joined TDU. We need to build a union that will work to provide us good pension benefits instead of trying to deny them to us. Join TDU to fight the cuts."

Tom Butts
Local 100, UPS
Cincinnati



"We can't sit back and let our retirement benefits be stolen from us. It's time for every Teamster who cares about their future to come forward. The first step is to join TDU. We need a force that can give us some clout. \$40 is a small amount to help protect your future."

Tom Skinner
Local 299
Allied Automotive Group
Detroit



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*.

____ \$95 three-year membership fee.

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year.

____ \$25 for retirees. Retired from Local _____.

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.



Former Hoffa campaigner: "TDU is what we need."

Dear Hoffa,

(From a letter to James Hoffa)

These pension cuts will cost me about \$450 a month, and others even more. I had to learn of it over the phone, our local president didn't tell me, but Local 41 members in Kansas City had a tip off in advance, so they could retire before November 18 and protect their medical benefit costs. Is this "take care of your own and leave the rest out in the cold?"

Brother Hoffa, I worked hard for your election (see my license plate), but now I am having second thoughts. It looks like TDU is what we need. Remember, you work for us. And the 2006 International Union election is coming soon, and a lot of local elections will be coming sooner!

Ed Buckner
Local 327, Cassens Transport
Nashville